

**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1-3. (Cancelled)

4. (Currently Amended) The method of Claim [[1]] 31 further comprising:

analyzing a difference between [[the]] a required skill level for the role and the [[actual]] measured skill level of the individual; and

determining if training is necessary to raise the [[actual]] skill level to the required skill level.

5. (Cancelled)

6. (Currently Amended) The method of Claim [[1]] 31 further comprising:

comparing the [[actual]] measured skill [[level]] levels of the individual before and after the event occurrence; and

correlating any difference between the [[actual]] measured skill [[level]] levels of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.

7. (Currently Amended) The method of Claim [[1]] 31 further comprising:  
comparing the [[actual]] measured skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and  
determining a result of changes in the [[actual]] measured skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.

8. (Currently Amended) The method of Claim [[1]] 31 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising:  
[[quantifying]] measuring a first actual performance metric for the [[defined]] performance of a second individual [[associated with the role]] before the training event;  
[[quantifying]] measuring a second actual performance metric for the [[defined]] performance of the second individual after the training event, wherein the second individual is not subjected to the training event; and  
comparing the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

9. (Previously Presented) The method of Claim 8 further comprising:  
identifying an increase between the first and second actual performance metrics of the individual and the second individual; and  
indicating an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.

10-30. (Cancelled)

31. (New) A method comprising steps performed by a computer including

defining a role having a measurable performance and a separately measurable skill, in which an improvement of the skill at least plausibly improves the performance;

associating an individual with the role;

before the occurrence of an event that may increase a skill level of the individual, measuring the individual's skill to determine a skill level and measuring the individual's performance as a first actual performance metric;

after the occurrence of an event, assessing the individual's performance as a second actual performance metric;

analyzing a relationship between the first and second actual performance metrics and the skill of the individual before and after the event occurrence on a computer; and

determining whether the event occurrence increased the performance of the individual based at least partially on the relationship between the first and second actual performance metrics and the skill of the individual.

32. (New) A computer readable medium comprising software for instructing a computer to perform the method recited in one of claims 31, 4, 5, 7, 8 or 9.

33. (New) A system comprising:

a user interface; and

a central processing unit associated with the user interface and adapted to perform the method recited in one of claims 31, 4, 5, 7, 8 or 9.